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Ensure Organizational Effectiveness

(IVa3A) Performance Plans Linked to Goals

NPS Long-term Goal: By September 30, 2005, 100% of employee performance plans are linked to appropriate strategic and annual performance goals and position competencies. Park Long-term Goal: Baseline **Target** Year: Year: By September 30, 2005, 100% of permanent, term, and temporary SEKI employee performance plan are linked to appropriate strategic and annual performance goals and position competencies. 1999 2005 Park Annual Goal: By September 30, 2003, 472 (100%) of permanent, term, and temporary SEKI employee performance plan are linked to appropriate strategic and annual performance goals and position competencies. **Baseline number:** 178 **Desired condition:** Performance target **Indicator:** Unit of measure: # this FY: 472 **Employee Performance** Linked to Goals of performance Plans Status in base year: 47 plans Work Plan: Product/Service/Activity Responsible **Funding Source** FTE Division **Dollars** (opt) (opt) (opt) Develop performance plans incorporating All Superintendent Incorporating strategic plan results for all Division Chiefs Develop performance plans incorporating All **Division Chiefs** Incorporating strategic plan results for all Supervisors Develop performance plans incorporating All Supervisors Incorporating strategic plan results for all employees A11 Measure this goal annually; certify they are related to A11 organizational goals set forth in the parks strategic plan

^{*2000 – 187} permanent employees

^{*2001 – 217} permanent employees

^{*2002 – 209} permanent employees

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(IVa4A) Diversity in Permanent Workforce

NPS Long-term Goal:								
	5, Increase the servicewide re		on of underre	epresented	l groups ove	r the 1999 baseline	by 25% in t	he 9
targeted occupational	series in the permanent work	force.						
Park Long-term Goals	<u> </u>					T	Baseline	Target
	5, the number of park perman	ent and ter	m positions	in the 9 ta	argeted occup	oational series	Year:	Year:
	m underrepresented groups is						1999	2005
Park Annual Goal:	2 .1 . 1 . 6 . 1		•.•					c
						oational series filled	by employe	es from
underrepresented grou	ps is increased from 1 at the e	ena of 1999	to 17 (1600	1% increas	se.)			
Performance target Indicator: Baselin			e number: 1	178	Desired co	ondition: Diversity	Unit of measure:	
this FY: 17	Diversity in permanent					nt workforce		
			in base year	: 1 or 4	_		occupational	
							d by employees from Unit of measure: Targeted occupational series	
Work Plan: Product/Service/Activity			Division	Respon	sible	Funding Source	Dollars	FTE
						(opt)	(opt)	(opt)
Participate in recruitment at Career Days			All	Superv				
Mentoring/Inspiring			All	Superv				
Accurate Reporting			All	Supervi				
Targeting positions to			All	Supervi				
•	Multiple Hiring Authorities		All	Supervi				
	with Partnership Sources:		All	Supervi	isors			
Woodlake High S Reedley College	chool							
College of Sequois	96							
Work with Diversity T			All	Superv	isors			
The state of the s				Super				
					-			

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(IVa4B) Diversity in Temporary Workforce

NPS Long-term Goal:								
By September 30, 200	5, increase the servicewide rep		on of underro	epresente	d groups o	ver the 1999 baseline	by 25% of v	women
and minorities in the te	emporary and seasonal workfo	rce						
						1	- ·	- ·
Park Long-term Goal:			1 1			1	Baseline	Target
	f, the total number of park tem from 101 in FY 1999 to 130 (29			ositions I	illed by wo	omen and	Year: 1999	Year: 2005
ininorities is increased	110111 101 111 F 1 1999 to 150 (2)	9% mereas	se)				1999	2003
Park Annual Goal:								
	s, the total number of park temp	orary and	l seasonal po	ositions fil	lled by wo	men and minorities is	increased f	rom 101
in FY 1999 to 120 (19%			•		•			
	T	1			Т		T	
Performance target				289		condition:	Unit of measure:	
this FY: 120	of underrepresented	a. .	Increased		d	Each posi	tion	
	groups in the temporary		in base year	: 101 or				
	workforce	107	ı	T		I		1
Work Plan: Product/Service/Activity			Division	Respon	sible	Funding Source	Dollars	FTE
						(opt)	(opt)	(opt)
Participate in recruitment at Career Days			All		rs/Supvs			
Mentoring/Inspiring			All	Mgrs/S				
,	Accurate Reporting		All	Mgrs/Supvs				
Targeting positions to			All	Mgrs/S				
,	f Multiple Hiring Authorities		All	Mgrs/S				
	n with Partnership Sources:		All	Mgrs/S	upvs			
Woodlake High S	chool							
Reedley College								
College of Sequoi Work with Diversity T			All	M = /C				
work with Diversity 1	eam		All	Mgrs/S	upvs			

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(IVa4C) Disabilities in Permanent Workforce

	5, increase the servicewide rep lities in the permanent workfor		on of underro	epresented	d groups ove	er the 1999 baseline	by 10% of	
	By September 30, 2005, the number of park permanent positions filled by employees with targeted disabilities is increased from 1 in FY 1999 to 3 (200% increase).							
Park Annual Goal: By September 30, 2003 1999 to 3 (200% increa	3, the number of park permaner se).	nt position	ns filled by e	mployees	with targete	d disabilities is incr	eased from	l in FY
this FY: 3 Each permanent position			e number: 1		Desired co Increased	ndition:	Unit of me Each posi	
Work Plan: Product/Service/Activity			Division	Respon	sible	Funding Source (opt)	Dollars (opt)	FTE (opt)
Increase awareness among Division Chiefs and supervisors			All	All				
Actively recruit and hire qualified minorities, women and individuals with disabilities in all occupational series			All	Div.Chi	iefs/Supvs			
Targeting positions to	be filled		All	Div.Chi	efs/Supvs			
Seek Partnership Source	ces		All	Div.Chi	iefs/Supvs			
Work with Diversity T	eam		All	Div.Chi	iefs/Supvs			

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(IVa4D) Disabilities in Temporary Workforce

	5,increase the servicewide reprilities in the seasonal and temporary			presented	l groups over	the 1999 baseline	by 10% of	
	5, the number of temporary sea 1999 to 2 (100+% increase).	sonal po	sitions filled	by emplo	yees with dis	sabilities is	Baseline Year: 1999	Target Year: 2005
Park Annual Goal: By September 30, 2000 to 2 (100+% increase).	3, the number of temporary seas	sonal pos	sitions filled l	oy employ	vees with disa	abilities is increased	l from 0 in F	FY 1999
Performance target this FY: 2	Indicator: Representation of employees with targeted disabilities in temporary workforce		seline number: 0 Increased tus in base year: 0 or 8			ndition:	Unit of m Each posi	
Work Plan: Product/Service/Activity			Division	Respor	sible	Funding Source (opt)	Dollars (opt)	FTE (opt)
Increase awareness			All	All		(0 P 0)	(°P *)	(3 P3)
Actively recruit and hi	re qualified minorities, women	and	All	Div.Ch	iefs/ Supvs			
•	ilities in all occupational series				1			
Work with SEKI Diver	rsity Team		All	Div Ch	iefs/ Supvs			
Seek Partnership Source	ces		All	Div Ch	iefs/ Supvs			
Targeting positions to	be filled		All	Div Ch	iefs/ Supvs			
Accurate reporting			All	All				
Knowledge and use of	multiple hiring authorities		All	Div Ch	iefs/ Supvs			

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(IVa5) Upgrade Employee Housing

NPS Long-term Goal: By September 30, 2005 condition, replaced or	5, 50% of employee housing u	ınits listed	in poor or fa	ir conditio	on in 1997 as	ssessments are reha	bilitated to	good
Park Long-term Goal: By September 30, 2005 from 62 in FY 1997 to 3	, the number of park employe	ee housing	units listed i	n poor or	fair conditio	on is reduced	Baseline Year: 1997	Target Year: 2005
Park Annual Goal: By September 30, 2003 (40% reduction).	, the number of park employe	e housing ı	units listed ir	n poor or f	air condition	n is reduced from 62	in FY 1997	' to 37
Performance target this FY: 37	Indicator: Housing Units		Baseline number: 62 Cood Status in base year: 62 Desired condition: Good			ndition:	Unit of me Each hous in fair or p condition	sing unit
Work Plan: Product/S	Service/Activity		Division	Respon	sible	Funding Source (opt)	Dollars (opt)	FTE (opt)
Housing Expenses			MAINT	Ruesch		1		
Painting Exterior & Int	erior		MAINT	Ruesch				
Re-Roofing			MAINT	Ruesch				
Rehab Exterior and Int	erior siding		MAINT	Ruesch				
Replace appliances, fu	rniture, and blinds		MAINT	Ruesch				
Replacement of Chimn	ey Pipes		MAINT	Ruesch				
Total Housing Units: 1	65							

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(IVa6A) Employee Safety

Park Annual Goal: By September 30, 2003, the number of employee lost-time injuries is reduced from the FY92 – FY96 five-year annual average of 8 Performance target this FY: 8 Conduct tailgate talks Conduct audits/inspections Program support Indicator: Baseline number: 8.12 Baseline number: 8.12 Desired condition: Fewer lost-time accidents Number of time accidents Prunding Source (opt) Conduct audits/inspections All Supervisors Promote Safety Program All Supervisors Program support Safety Safety Office	easure: f lost
By September 30, 2003, the number of employee lost-time injuries is reduced from the FY92 – FY96 five-year annual average of 8 Performance target this FY: 8	easure: f lost lents FTE
Performance target this FY: 8 Lost time accidents Work Plan: Product/Service/Activity Conduct tailgate talks Conduct audits/inspections Performance target this FY: 8.12 Baseline number: 8.12 Baseline number: 8.12 Desired condition: Fewer lost-time accidents Number of time accidents Promote Safety Program Promote Safety Program All Supervisors Supervisors All Supervisors	easure: f lost lents FTE
this FY: 8 Lost time accidents Fewer lost-time accidents Number of time accidents Work Plan: Product/Service/Activity Division Responsible (opt) Funding Source (opt) Dollars (opt) Conduct tailgate talks All Supervisors Supervisors Conduct audits/inspections All Supervisors Supervisors Promote Safety Program All Supervisors Supervisors	f lost lents
Work Plan: Product/Service/Activity Division Responsible (opt) Funding Source (opt) Dollars (opt) Conduct tailgate talks All Supervisors Supervisors Promote Safety Program All Supervisors Supervisors	f lost lents
Work Plan: Product/Service/Activity Division Responsible (opt) Funding Source (opt) Dollars (opt) Conduct tailgate talks All Supervisors Supervisors Conduct audits/inspections All Supervisors Promote Safety Program All Supervisors	lents FTE
Work Plan: Product/Service/ActivityDivisionResponsible (opt)Funding Source (opt)Dollars (opt)Conduct tailgate talksAllSupervisors—Conduct audits/inspectionsAllSupervisors—Promote Safety ProgramAllSupervisors—	
Conduct tailgate talks All Supervisors Conduct audits/inspections All Supervisors Promote Safety Program All Supervisors	` * '
Promote Safety Program All Supervisors	
7 6	
Program support Safety Safety Office	
Conduct/facilitate formal training Safety Safety Office	
Develop job hazard analysis All Supervisors	
Accident review All Supervisors	
Manage hazardous materials and hazardous waste programs Safety Safety Office	

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(IVa6B) Worker's Compensation Hours

Park Long-term Goal By September 30, 2005 reduction)	; 6, the number of COP hours	is reduced fro	om the FY92	2-FY96 av	erage of 1,01	1 to 665 (34%	Baseline Year: 1992-1996	Target Year: 2005
Park Annual Goal: By September 30, 2003	3, the number of COP hours	is reduced fro	om the FY92	2-FY96 av	erage of 1,01	1 to 665 (34% redu	ction)	
Performance target this FY: 665	Indicator: COP hours		ne number: 1,011 Desired condition Reduce COP I				Unit of me	
Work Plan: Product/Service/Activity			Division	Respon	sible	Funding Source (opt)	Dollars (opt)	FTE (opt)
Utilize existing return Monitor/upgrade return			All Safety ADMN	Supervi Safety (Personr				

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(IVa7) Line-Item Construction

NPS Long-term Goal: By September 30, 2005 schedule, and construction	5, 100% of line-item projects for	unded by S	eptember 30	, 1998 an	d each succe	ssive fiscal year, m	eet 90% of c	eost,
	; 5, 100% of line-item projects f edule, and construction parar		September 30), 1998 an	d each succe	essive fiscal year,	Baseline Year: 1998	Target Year: 2005
Park Annual Goal: By September 30, 2003 schedule, and construction	3, 100% of line-item projects f ction parameters.	unded by S	eptember 30	, 1998 an	d each succe	ssive fiscal year, n	neet 80% of c	eost,
Performance target				4	Desired co		Unit of me	
this FY: 1	Projects				Projects was schedule,	ithin project costs, and scope	Each cons project ide and funded September	entified d after
Work Plan: Product/S	Service/Activity		Division	Respor	sible	Funding Source	Dollars	FTE
						(opt)	(opt)	(opt)

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(IVb1) Volunteer Hours

NPS Long-term Goal: By September 30, 2005	5, increase by 44.7% the number	r of volun	teer hours (fi	om 3.8 m	illion hours i	n 1997 to 5.5 millio	on hours)	
Park Long-term Goal							Baseline Year: 1997	Target Year: 2005
Park Annual Goal:								
	s, the number of volunteer hour			-			T7 1/ 0	
Performance target	Indicator:		e number: N				Unit of measure:	
Annual VIP Activity and			rs reported			worked and		
					reported		worked and	
	Expense Report Status in base year: 42,310					reported		
Work Plan: Product/S	Work Plan: Product/Service/Activity			Respon	sible	Funding Source	Dollars	FTE
						(opt)	Year: 1997 Unit of me VIP hour worked a reported	(opt)
Provide parkswide ma	Provide parkswide management to VIP program			Pfennin	iger			
i								

Changes in reporting standards make VIP hours reported prior to 2000 not comparable to those reported beginning in that year.

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(IVb2C) Cooperation Association Donated Value

	l: 5, the cash value of in-kind do 69 in FY 1997 to \$374,000 (150			vices to the	he parks fro	om the SNHA is	Baseline Year: 1997	Target Year: 2005
Park Annual Goal: By September 30, 2003 in FY 1997 to \$353,000	3, the cash value of in-kind do 0 (136% increase)	onations, g	rants and ser	vices to th	e parks fro	m the SNHA is incre	eased from \$	149,569
Performance target this FY: \$353,000	Indicator: Total aid donated as recorded on 10-40 form	Status				ondition: I donations	Unit of me Dollars de defined by procedure	onated as y NPS
Work Plan: Product/Service/Activity			Division	Respon	sible	Funding Source (opt)	Dollars (opt)	FTE (opt)
Cooperate with SNHA	A to enhance successful opera	ations	INTERP	Tweed				